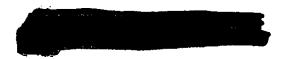
Exhibit B





January 25, 2019

Mr. Rick Lombardo Via email

Dear Rick,

We are pleased to offer you the chance to join us at

and I have both been impressed with your experience in the economic development sector, and we are confident you will prove to be a valuable member of the section. We are equally confident you will find your employment at section to be exciting, fun and rewarding.

We work within a non-traditional culture providing unusual autonomy, an entirely virtual work

environment with no fixed offices, and the chance to stay on the cutting edge of technology. At

you will find a collaborative, open culture with no bureaucracy and a strong focus on growth.

The remainder of this offer letter documents the terms of your employment.

Title: Director of Business Development

Responsibilities: Originate and close new deals in the economic development market. Work

with to build out a more automated and streamlined sales process.

Provide customer and prospect feedback to the same and and and and an arms are same and arms are same and arms are same and arms are same arms

on technology development.

Reporting Relationship: 1

Start Date:

March 1, 2019 or as mutually agreed

Base Salary: \$70,000 per year

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		Year of Contract	
		First Year	Subsequent Years
Date of Contract Signature	Within First 12 Months of Employment	20%	5%
	After First 12 Months of Employment	15%	5%

- These commission percentages apply to and do not apply to one-time implementation/setup fees, nor to fees for property data, business listing data, workforce data, or any other subcontracted data or functionality.
- Commissions will be paid to you quarterly, after receipt of payment from the customer. Commissions will only be paid after payment is received from the customer by
- Your eligibility for commission payments will end should your employment with end for any reason. No commissions will be paid after your last date of employment with

Benefits:

The company will provide paid vacation, paid holidays, and a cash payment in lieu of health insurance and retirement benefits:

- You are eligible for 20 paid vacation days per year, which must be used in the year they are earned and may not be rolled over into the following year.
- The company currently provides the following paid holidays: New Year's Day, Memorial Day, July 4, Labor Day, Thanksgiving, the day after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Eve.

